



About this guide

Improved outcomes in population health and healthcare is one of the fundamental purposes of integrated care systems (ICSs). To achieve this, partners from across both health and social care must come together to plan and develop a workforce that integrates and connects across all parts of the system to deliver personal, person-centred care to their local populations now and in the future. We understand that this is a new way of working for some in health and social care, so this guide builds on emerging lessons to support you to do this successfully across sectors and within multi-agency services.

This guide provides tips and insight to help system leaders consider what is needed to plan for and achieve a successfully integrated workforce.

It is aimed at ICS workforce leads, chief people officers, directors of adult social services (DASS), chief executives, human resource (HR) directors, elected members including adult social care (ASC) portfolio holders and chairs of health and wellbeing boards, and those who are responsible for integrated workforce thinking across health and social care.

It has been produced in partnership with NHS Employers, Skills for Care (SFC), and the Partners in Care and Health, a partnership of the Local Government Association (LGA) and Association of Directors of Adult Social Services (ADASS).

This guide will help you to:

- understand what is meant by integrated thinking across systems and how it can support the development of integrated workforce plans
- understand what data is helpful in informing a good integrated workforce plan
- learn from examples and tips from ICSs that have had success with integrating across their systems
- find external resources on integrated workforce planning.

We recognise that every ICS will be at a different place in their journey to developing a fully integrated workforce plan. This guide has been written to support you in whatever stage you have reached.

